

MODERN SLAVERY STATEMENT

INTRODUCTION

This Modern Slavery Statement sets out the steps taken by MedChemtronica AB to prevent modern slavery and human trafficking in our operations and supply chains. We recognize our responsibility to respect human rights and are committed to conducting our business ethically and transparently.

MedChemtronica AB (MCT) acts as the European distribution hub for MedChemExpress LLC (MCE). Supplying a wide range of high-quality biotech and life-science products with premium service and rapid logistics, we are serving the needs of research & development laboratories all over Europe.

OUR SUPPLY CHAINS

Our supply chains include:

- Chemical manufacturers and producers
- Logistics and transport providers
- Warehousing and storage services
- Professional and support services (e.g. cleaning, maintenance, IT)
- Procurement of consumables (e.g., office material, food provisions)

We recognize that modern slavery risks can exist particularly further upstream in global supply chains, including in the production of raw materials and outsourced services. We are therefore committed to developing a due diligence process for business and human rights to ensure ethical labor.

POLICIES AND COMMITMENTS

We are committed to preventing modern slavery and human trafficking and expect the same standards from our business partners. Our approach is guided by:

- Respect for internationally recognized human rights including principles reflected in:
 - The UN Universal Declaration of Human Rights
 - International Labour Organization (ILO) core conventions
 - The UN Guiding Principles on Business and Human Rights
- Compliance with applicable labor laws and regulations
- Zero tolerance for forced labor, child labor, or human trafficking

MODERN SLAVERY RISKS

We consider the overall risk within our own operations in Sweden to be low but acknowledge potential risk in parts of our supply chain that are beyond our direct control. We have conducted an initial assessment of potential risks within our business and supply chains:

- Upstream manufacturing of chemicals and raw materials
- Logistics and transport services, which may involve subcontracting or temporary labor
- Contracted services, such as cleaning or maintenance, where low-wage or migrant labor may be present

We further aim to:

- Establish internal expectations regarding ethical conduct and labor standards
- Communicate our commitment to responsible sourcing to key suppliers
- Continue integrating labor and human rights considerations into supplier selection and review processes; further develop our supplier evaluation.

SUPPLIER EVALUATION & RISK ASSESSMENT

We aim to assess effectiveness through:

- Supplier engagement
- Identification and follow-up of any reported concerns
- Continuing internal review of our policies and processes

Our annual supplier evaluation measures KPIs regarding both environmental and social aspects, including, but not limited to:

- Suppliers with clauses on environment, labor, and human rights
- Suppliers covered by CSR assessment
- Audited suppliers that are engaged in corrective actions or capacity building on environmental or social issues
- Potentially risky suppliers
- Whistleblower cases, and
- Key suppliers who have signed our Code of Conduct

These indicators help in evaluating our supply chains and our supplier choices. A supplier evaluation matrix ensures choosing low-risk suppliers concerning above aspects.

DUE DILIGENCE AND ACTIONS TAKEN

As this is our first statement, our actions to date have focused on building awareness and foundations. We acknowledge that our due diligence processes are at an early stage and will be further developed over time.

We will take further action by:

- Mapping our **tier-1 suppliers** and identifying high-risk categories
- Including ethical and labor expectations in supplier discussions
- Raising internal awareness among management regarding modern slavery risks

FUTURE COMMITMENTS

We are committed to continuous improvement and recognize that preventing modern slavery is an ongoing process. Over the next reporting periods, we aim to:

- Strengthen our Supplier Code of Conduct
- Introduce supplier questionnaires
- Improve visibility of upstream supply chains where feasible
- Provide training for relevant employees regarding labor rights, procurement and applicable legislation
- Establish further procedures for reporting and addressing concerns